

**MINUTES**  
**REGULAR MEETING OF THE BOARD OF EDUCATION**

August 19, 2010

Antimony Elementary School

Board members present: Board President Ken Platt, Vice President Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead.

Superintendent Janice Hatch and Business Administrator Lark Reynolds were also present.

Prior to the board meeting being called to order, Ken Platt welcomed all who were present. Brian Bremner proposed a motion to move into an executive session to discuss professional competency, possible pending litigation, pending litigation and investigation of wrong doing. The motion was seconded by Kay Englestead. A roll call vote was then called for. Gladys LeFevre, Brian Bremner, Ken Platt and Kay Englestead voted aye. Gregg Christensen arrived after the executive session began and was present for the beginning of the open meeting.

Following the executive session Kay Englestead proposed a motion to come out of executive session into an open meeting. The motion was seconded by Gladys LeFevre. A roll call vote was then called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

**SWIMMING POOL RECOMMENDATIONS**

Superintendent Janice Hatch was then asked to discuss what research has been done on what needs to happen to the pool. She talked about what has been reported to her by those that the District has asked to help consult concerning the improvements that need to be made. The pumps are not working. The water is cloudy. Chemical therapy was tried and did not correct the situation. Due to the age of the pool parts are not readily available.

The pool needs the following:

- ✓ Filters replaced
- ✓ Valves replaced
- ✓ Pump replaced – change 1 large pump for 3 smaller pumps
- ✓ Boiler room redone
- ✓ Resurfaced
- ✓ Ventilation System/Exhaust System
- ✓ Heating
- ✓ 12 Grids
- ✓ Labor Costs

- ✓ Solar panels – are 30-35 years old, current state inefficient (cracked, plumbing failures)
- ✓ Brandin Hatch reported there is a serious leak –during the last month the pool has lost two and one half feet of water

Brian Bremner voiced concerns there may be other projects that will require funds and we should be conservative.

Gregg Christensen inquired as to PHS use of pool for P.E. classes and if there was a swim team.

Julie Chidester and Brandin Hatch reported PMS used the pool for five hours of P.E. instruction last school year. There is no school swim team. There was a community swim team at one time.

There was discussion concerning how the boiler needs to be replaced and it is more important than heating the pool. The boiler has been on a high priority list for some time.

Superintendent Hatch reported concerning the swimming lesson costs. There were 284 children serviced from all communities in the District. The total cost for swim lessons this year was \$3,433.00. This includes instructor training, chaperones who rode the bus, and bus driver hours. We generated \$7,100.00. Take into consideration fuel costs; Escalante -\$536.00, Tropic-\$240.00, and Antimony-\$464.00. (*See attachments*)

An unidentified female citizen spoke up saying we have 40 year old food service equipment.

Brian Bremner proposed a motion to direct the business administrator and maintenance director to do some research and contact the USOE and others to get help putting out a design build contract with the rooftop units and resolving issues with the boiler for schedule A and schedule B for the pool. Gladys LeFevre seconded the motion. The information is to be taken to the board next month.\* (*vote takes place a bit later in the meeting*)

Ken Platt asked if there were any questions. Mack Oetting noted he thinks it is better to wait until there is money to fix the pool rather than taking the band aid approach. He asked Gladys LeFevre if she knew anything about the CIB through the Five County Association of Governments. She gave a brief report. Mr. Oetting also inquired if the District had approached the County to see if there were funds to assist with the pool. Superintendent Hatch responded she had visited with some of the commissioners and that was why they had been invited to attend this meeting.

Ken Platt asked if anyone from Panguitch City had any comments.

An unidentified male citizen (*Who Annie Eldredge believes to be Allen Henrie*) spoke saying he would like it to be a good safe place, would like to see it solved, and wants input from the City considered when decisions are made.

An unidentified female (*Who Annie Eldredge knows to be Julie Chidester*) noted she used to use the pool every Wednesday, quit using the pool because students got rashes, the kids were allergic to it and she didn't feel it was safe. It was then noted she was the PMS P.E. teacher.

An unidentified female (*Who Annie Eldredge believes to be Ann Reynolds*) commented that she has been running the swim lessons at the pool for many years and expressed her feelings of hope that the pool will remain open.

\*President Platt reminded everyone there was a motion on the floor. He called for a vote. All board members voted aye. The vote was unanimous in the affirmative. The motion passed.

## **BOARD MEETING**

### **Call Meeting to Order**

Board President Ken Platt called the meeting to order.

### **Welcome**

Board President Ken Platt welcomed all who were present.

### **Pledge of Allegiance**

Gladys LeFevre led the pledge of allegiance.

### **Open Forum to Discuss Improving the Education of Students.**

Debbie Pollock commented on how upbeat the teachers are and how they are excited for the beginning of school.

Mack Oetting commented on the federal money that was reported in a newspaper as coming to Utah.

### **Agenda Changes**

There are two agenda changes: 1) PHS GBB to attend the Mesquite Tournament December 27-18, 2010 and 2) PMS P.E. Uniform Cost Increase of \$2.00. Superintendent Hatch noted the Board had the changes.

**PHS GBB Schedule – Attend Mesquite Tournament December 17-18, 2010.**

Gregg Christensen proposed a motion to accept the proposed Panguitch High School Girls Basketball Schedule. As part of the motion he was also approving the above Mesquite Tournament which is out-of-state. This motion was seconded by Kay Englestead. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, and Kay Englestead all voted aye. Brian Bremner voted nay because of the Tuesday events which are local. The motion passed 4-1.

**Home School Request**

Gladys LeFevre proposed a motion to accept the home school request. The motion was seconded by Brian Bremner. A vote was then called for. Ken Platt, Gladys LeFevre, Brian Bremner, and Kay Englestead all voted aye. Gregg Christensen abstained from voting. The motion passed 4-0-1.

**PMS P.E. Uniform Cost Increase of \$2.00**

Panguitch Middle School students are required to purchase a P.E. uniform for class. This year when the uniforms were ordered the cost had increased from \$12.00 to \$14.00. Brian Bremner proposed a motion to increase the Panguitch Middle School P.E. uniform fees up by \$2.00. This would bring the fee up to \$14. Gladys LeFevre seconded the motion. A vote was then called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

**1. Consent Agenda Items**

**A. Approve May 20, 2010 Minutes**

**B. Approve July 2010 Financial Reports**

**C. Approve August Hiring Recommendations**

- i.** Vicki Ahlstrom – Summer Program Para, Para Substitute, Substitute Teacher.
- ii.** Bradley J. Geddes – EHS Full-Time Shop Teacher with benefits. Lane 1, Step 4 per Mr. Judd’s recommendation. This would translate to a salary of \$35,400 a year.
- iii.** Jerica Durfey – EHS Volunteer Assistant Volleyball Coach
- iv.** Kim Harland – Summer Swim Teacher paid at \$7.25 an hour from Recreational Funds.
- v.** Cynthia Hurd – Special Education Director. It was proposed that the District could not afford to pay for a Special Education Director out of

State Funding. However, as the District is in need of a Director at the moment it was proposed that the District pay for her services from Federal IDEA and Federal Title I funds. She will be paid \$22 an hour for the services she renders.

- vi. LaNae Cloud – PES Full-Time Teacher with benefits. Lane 1, Step 1 which translates to \$32,876 a year.
- vii. Spenser Owens – PES Full-Time Custodian with benefits. He will be paid \$15.75 an hour which is the first step on the custodian lane for 40 hours per week.
- viii. Amy Marshall – PES Para, 19 hours or less, \$9.54 hourly rate which is the first step for a para/aide. She has already satisfactorily completed fingerprint and background check.
- ix. Lacey Belnap – PES Para, 19 hours or less, \$9.54 hourly rate which is the first step for a para/aide.
- x. Linda Rabin – PES Para, 19 hours or less, \$9.54 hourly rate which is the first step for a para/aide.
- xi. Nathan Platt – BVHS Non-Pay Assistant Cross Country Coach until number of team participants determined.
- xii. Chad Nell – BVHS Volunteer/Non-Pay Assistant Baseball Coach. Mr. Nell is a substitute teacher and has already been fingerprinted and background check has been satisfactorily completed.

Brian Bremner proposed a motion to adopt the consent agenda. As part of this motion he made a few changes. The minutes were not approved as they were not included. Vicki Ahlstrom was not voted upon in this portion of the meeting. The other new hires were all approved as listed above with the exception of Bradley Geddes who was approved to be hired at a Lane 1, Step 2 not a Step 4. A Step 2 Teacher makes \$33,717. In addition, Brian noted that we could not afford to pay for a Special Education Director out of state and local school funds; the District has insufficient funds to retain this position. He then proposed that Cynthia Hurd be hired as a special education director who will be paid out of Federal IDEA and Federal Title I Funds at \$22 an hour. This change is needed in order for those needs to be fulfilled in our District. This motion was seconded by Kay Englestead. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously. It was also noted that an additional hire may be approved following the executive session.

## **2. Public Comments**

An unidentified female citizen asked what was going to be done with the pool. The pool will be closed until further assessments can be made. The water will be left in it. The water is cloudy and the chemicals will be kept in it.

## **3. School Board Proposals – Comments**

Brian noted that he and Kay had attended the Panguitch Elementary Back-to-School Night Monday and he had attended the Panguitch Middle School Back-to-School Night. He said that it was well attended and the staff did a great job.

Gladys LeFevre commented concerning the South West Applied Technology building. A committee met with legislators and the building board. The current building is out of space for the number of students being taught.

Kay Englestead voiced his concern over the relationships between the Board and the district office staff. He asked that we work in a more united fashion and move towards a better work environment. He asked Mr. Bremner to work on his method of communication.

President Platt reported that he and Janice attended the USBA Pre-Legislative Delegate Assembly. He stressed how important these meetings were and his attendance there.

Gregg commented there is going to be a district realignment of some districts through the Utah High Schools Athletic Association. He said he would be willing to voice citizens concerns during this meeting in Midvale. PHS Principal Betty Ann Rember offered more details. It was asked and clarified that this realignment deals with classification sizes.

#### **4. Superintendent's Report**

Superintendent Hatch commented Phyllis Suggett had been ill and hospitalized. She now has returned home and will be able to begin school. She then talked about the ACT test pilot program Garfield District will be part of. It will enable the District to test every 11<sup>th</sup> grade student district wide. Garfield has been awarded a grant for the PLAN and Explore Tests. These tests are a pre ACT Test for the 8<sup>th</sup> and 9<sup>th</sup> graders. Superintendent Hatch announced LyNese Miller has been moved to the district testing director position.

Debbie Pollock noted the ACT Test is not connected to any core curriculum.

LyNese Miller offered more details concerning these tests. Superintendent Hatch addressed changes in national standards and state core curriculum. There are approximately 70 11<sup>th</sup> graders in the District. She also mentioned one of the main focuses of the legislative committee and superintendents' association is to restore the WPU and social security. They also talked about pupil transportation to and from route reimbursement for Garfield is about 80%. She emphasized superintendents are supporting regional service centers. She reported on the quality teaching block grant. We lost about \$248,000.00 - all that money went away. This money has been used to give teachers days before school for preparation, days at quarter end to do grades, and provide professional development throughout the year. The opening admin meeting was really great focusing on quality instruction. She gave each principal a journal to

document and log walk-through evaluations, etc. This journal will be part of the principals' year-end evaluations. Data Days are scheduled.

## **5. Discussion and Actions Items**

### **A. Panguitch Pool**

This item was discussed above and a motion was proposed and approved earlier in the meeting.

### **B. Negotiations**

Superintendent Hatch talked about the federal money that may be coming to Utah and what could be done with those funds. The funds are one-time money. Superintendent Hatch recommended not using it on anything that is ongoing. It is based on WPU not student number. Superintendent has talked to GEA and GSEA. It is earmarked for elementary and secondary education. It can be used for other expenses, salaries, performance bonuses, health insurance, retirement incentives, compensation, tuition reimbursement, etc. The amount to Utah is 101 million. Two percent will be left at the state to handle the paperwork. Superintendent Hatch noted she feels like this needs to be made accessible to hourly employees as well as to classified employees and certified employees. She noted this is a stimulus package. She noted that we could set aside some of this money for next year's insurance premiums. She emphasized as soon as this is settled we can get contracts out. She asked if the associations and board representation could meet to discuss this item. President Platt volunteered to serve on this committee. Superintendent Hatch made tentative plans to set up a meeting in two weeks after school begins. Everyone will be notified of time, date and location. This is not an action item. No motion or vote was needed.

### **C. Building Concerns – Update and Recommendations**

Superintendent Hatch asked Damon Brinkerhoff and Brandin Hatch to report on what has happened over this summer in our different schools. These projects were addressed:

- The Escalante well - it is back on track. The wiring used did not accommodate the size of pump that was used. A smaller pump was installed because of the wiring issues and they adjusted the main wellhead motor.
- Bryce Valley High School roof – It was under warranty. The company came back and corrected the problem.
- Escalante High School accident - waiting on bids. Risk management has been contacted.
- Bryce Valley Elementary – The roof drains were plugged causing water to pool on the roof top. Color Country Excavation came in and replaced the drain from the building and rerouted it to drain in the wash away from the lawn.

- Gym floors – there were problems with the finish. The company came back, sanded down and redid the PHS gym floor. None of them look as good as we would like them to.

#### **D. District Maintenance/PHS Custodian Positions**

Damon Brinkerhoff commented on how the new position has been a challenge. There was discussion concerning Damon getting called away from the high school frequently to do other things. Julie Chidester was present. Julie commented that she was on the hiring committee and she thought Damon had been hired for Panguitch Middle School rather than Panguitch High School. Superintendent Hatch said that Julie, Betty Ann, and Damon need to get together and decide what Damon's duties are and write a job description. President Platt asked if there was a recommendation. Superintendent Hatch explained she advised Damon to do the job for this month to see how things go and then he could make a recommendation. Damon recommended the maintenance position be full-time and hire someone else half-time. Business Administrator Lark Reynolds reminded the Board that this position was advertised as half and half and that played an important role in the decision. These points were noted in the discussion: 1) there is the budget shortage, how do you pay for an additional half-time person - may have some backlash, 2) school is starting - see how it goes and revisit this next month, 3) food delivery is really the problem. LyNese Miller suggested hiring a person to deliver food one day each week. 4) possibly have a bus driver take food – no, too high of an hourly wage, illegal to transport food on a bus, 5) could send on the mail truck – may check into this possibility-legal or not, 6) have Lark research how could pay for additional help.

This item was tabled until receive more input and information. Mr. Englestead noted if things got behind the prisoners could be brought in after school hours to help catch up.

#### **E. School Lunch: Capital Needs Identification/Recommendations for Cutting Costs**

LyNese Miller commented on what equipment the individual schools are asking for. She commented that she doesn't have any suggestions for reducing costs. She advised the Board there is no money for food service and to check with food service personnel for suggestions on cuts – they are an excellent source. She expressed a concern of putting a great deal of money into the swimming pool when the food service department does not have needed equipment, currently using extremely old equipment, Garfield has too many sites to maintain/labor costs cannot be cut unless we get some automation. See attached report for more details and needs.

#### **F. School Breakfast Program – Recommendation for Reinstating**

Lynese Miller commented she did not want the breakfast program cut in the first place and has concerns if it is back on the agenda and how it looks. The District found that the fund loss was greater after the breakfast program was cut last year. The Escalante schools do not want the breakfast program. BVHS would like to have it back, however many students were tardy and making a mess. Boulder would like to have the program reinstated. LyNese Miller recommended reinstating the breakfast program in the elementary schools only. Lark Reynolds noted the administrators do not want it taken away mid-year.

Gladys LeFevre made a motion to reinstate the breakfast program at Antimony Elementary, Boulder Elementary, Bryce Valley Elementary and Panguitch Elementary schools for the entire year. Escalante Elementary is not interested, however should this change the program will be reinstated at this location as well. Ken Platt seconded the motion. A vote was called for. Gladys LeFevre, Brian Bremner, Kay Englestead and Ken Platt voted aye. Gregg Christensen voted nay. The motion passed 4-1.

Ken Platt asked what was going to be done about all the items needed in food service. He noted they have a capital projects list from each school. Gladys LeFevre suggested a prioritized list be submitted. Lark Reynolds suggested using some of the equipment budget. A telephone system was budgeted for and it is not going to be purchased. Top priorities by school are: EHS – convection oven, PMS – walk-in freezer, BVHS – microwave oven, and PES – convection oven. They discussed snow blowers and snow removal equipment also coming from this equipment budget. Brian Bremner reminded the Board at last month's meeting Escalante food service personnel expressed that if they had a new oven that heated more quickly it would save time.

Kay Englestead made a motion to set aside up to \$60,000.00 for food service equipment. Gregg Christensen seconded the motion. President Platt called for a vote. All board members voted aye. The motion passed unanimously.

#### **G. Early Retirement Contract: Board Interpretation of Section 3.5 / Board Interpretation of “Two Week Suspension” Calculation**

Lark Reynolds noted there were two interpretations he was asked to get. The first one was on the Early Retirement 3.5. They have a copy of the policy in the packet. It says the District will pay health insurance premiums for eligible retired employees capped at the premium rate paid for their last year of employment for five years or until the employee becomes eligible for Medicare, whichever comes first. Lark interprets that for example a regular employee pays about \$720 and a retiree pays \$1044, so he interprets the last year of service at the \$720, lower rate, the last year they were employed and they would be responsible for the difference of \$720 and \$1,044 for a retiree. President Platt stated that was how it was intended.

Lark Reynolds inquired the second is a two week suspension calculated at a daily rate averaged over the yearly salary, was the intent? That is 10 business days correct? Board members responded yes.

Ken Platt made a motion that when it comes to suspension and the docking of pay the individual will be docked at a rate of whatever the number of contract days is divided by their contract amount times five days in a week. Kay Englestead seconded the motion. President Platt called for a vote. Gregg Christensen, Gladys LeFevre, Kay Englestead, and Ken Platt voted aye. Brian Bremner voted nay. The motion passed 4-1.

**H. 8<sup>th</sup> Grade Interdisciplinary Studies, “Involve Me, I Remember”  
Overnight Camp Out – Marilyn Bulkley, Education/Bryce Canyon  
National Park Outreach Specialist Proposal**

Gladys LeFevre made the motion to approve the overnight Science, Language Arts, Social Studies and Fine Arts field trip. The motion was seconded by Gregg Christensen. President Platt called for a vote. All board members voted aye. The motion passed unanimously. See attached itinerary for details.

**I. Home School Request**

Gladys LeFevre presented a motion to approve the home school request for student “C”. A brief discussion ensued regarding the student residing in Boulder and would be attending Escalante High School. Brian Bremner seconded the motion. President Platt called for a vote. Four board members voted aye. One board member abstained. All were talking at the same time. It was not a roll call vote. It is not distinguishable who abstained, possibly Gregg Christensen. The motion passed 4-0-1 abstention.

**J. EHS Volleyball Request to add Two Tournaments**

EHS Principal Chris Christensen requested approval to add two volleyball tournaments to the 2010-2011 EHS volleyball schedule. Both will be at Parowan. One is scheduled for Saturday, September 11 and the other for Saturday, September 18-a JV tournament. EHS has dropped a match in Kanab that was on the original schedule.

Kay Englestead presented a motion to accept changes to the EHS 2010-2011 volleyball schedule. Gregg Christensen seconded the motion. President Platt called for a vote. All board members voted aye. The motion passed unanimously.

**6. Board Business**

**A. Set September 2010 School Board Meeting time, date, and location.**

Gregg Christensen proposed a motion for the September board meeting to be held at Boulder Elementary School on Thursday September 16, 2010. Board meeting will begin at 6:00 p.m. with an executive session beginning at 5:00 p.m. Gladys LeFevre seconded the motion. All board members voted aye. The motion passed.

## **7. Public Comments**

An unidentified male citizen (*Annie Eldredge recognizes the voice to be that of Mack Oetting*) voiced his opinion regarding Debbie Pollock's comment how the teachers are enthused to get back to school. The reason for their enthusiasm is the new superintendent, Janice Hatch. He noted the board member that is e-mailing Janice, making her job difficult needs to resign.

President Platt asked if anyone else would like to speak. There were no more requests to speak.

Gladys LeFevre made a motion to reconvene into an executive session to finish discussing items from the previous executive session, those items being possible litigation, pending litigation and investigation of wrong doing, and employee competence. Kay Englestead seconded the motion. President Platt called for a roll call vote. Brian Bremner, Gladys LeFevre, Kay Englestead, Ken Platt and Gregg Christensen all voted aye. The motion passed.

The Board came out of executive session.

Brian Bremner presented a motion to reconvene into an open meeting. Gladys LeFevre seconded the motion. President Platt called for a roll call vote. Brian Bremner, Gladys LeFevre, Gregg Christensen, Kay Englestead and Ken Platt all voted aye. The motion passed.

Brian Bremner made a motion to reject the recommendation to hire Vicki Ahlstrom. Gladys LeFevre seconded the motion. All board members vote aye. The motion passed unanimously.

Gregg Christensen presented a motion to reject the grievance that was filed. Brian Bremner seconded the motion. President Platt called for a vote. All board members voted aye. The motion passed unanimously.

## **8. Adjournment**

Brian Bremner presented a motion to adjourn. Kay Englestead seconded the motion. All board members voted aye. The motion passed unanimously.

The meeting was adjourned.

**NOTICE OF SPECIAL ACCOMMODATION  
DURING PUBLIC MEETINGS**

In compliance with the American's with Disabilities Act, individuals needing special accommodations (including auxiliary communicative aids and service) during this meeting should notify Annie Eldredge at 676-8821 at least three days prior to the meeting.